

UNITED STATES DISTRICT COURT  
NORTHERN DISTRICT OF OKLAHOMA

FILED

FEB 4 2016

Phil Lombardi, Clerk  
U.S. DISTRICT COURTAhmaad R Cooks

Plaintiff(s)

Case Number: 564-2015-00960

16 CV - 66 JED - TLW

Industrial Piping Specialists

Defendant(s)

## COMPLAINT - EEOC

Comes now the Plaintiff, Ahmaad R Cooks and for his/her  
claim against the Defendant(s), Industrial Piping Specialist  
states and alleges as follows:

1. This action is brought and jurisdiction lies pursuant to 42 U.S.C. §2000e-5. Venue is proper in this District.

2. Plaintiff is a(n) African American Male who resides at  
(Race) (Sex)

123 E Boulevard St. Shreveport LA 71104  
(Complete address)

3. The Defendant Industrial Piping Specialists is an employer,  
employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at  
606 N. 145th E. Ave, Tulsa, OK

(Note: 3a-3f to be used if there is more than one defendant.)

☒ Mail ☐ No Cert Svc ☐ No Orig Sign  
☐ C/J ☐ C/MJ ☒ C/Ret'd ☐ No Env  
☐ No Cpy's ☐ No Env/Cpy's ☐ O/J ☐ O/M

3a. The Defendant Mike Dieterle is an employer,  
employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at  
606 N. 145th E. Ave, Tulsa, OK, 74158

3b. The Defendant Jeff Smith is an employer,  
employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at  
606 N. 145th E. Ave, Tulsa, OK, 74158

3c. The Defendant James Hamilton is an employer,  
employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at  
606 N. 145th E. Ave, Tulsa, OK, 74158

3d. The Defendant Chad Sparks is an employer,  
employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at

606<sup>N</sup>145th E. Ave, Tulsa, OK, 74158

3e. The Defendant Chris Crawford is an employer,

employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at

606 N145th E. Ave Tulsa, OK, 74158

3f. The Defendant \_\_\_\_\_ is an employer,

employment agency, or labor organization, as defined in 42 U.S.C. §2000e, and is located at

4. On or about 01/26, 2015, defendant(s)  
(Month/day) (Year)

(Specify the unlawful employment practices which you are alleging against the defendant(s), such as: refusal to hire, discharge from employment, harassment in employment, etc.)

Harassment in employment, discharge from employment,  
none promotion and hostile work environment

because of (state why defendant(s) discriminated against you, i.e. race, color religion, sex or national origin, etc.)

Race/color, Retaliation

5. Plaintiff timely filed a written complaint of discrimination with the Equal Employment Opportunity Commission (EEOC) and received a right to sue letter, a copy of which is attached. All conditions precedent to the institution of this lawsuit have been fulfilled.

Wherefore, Plaintiff prays for (state what relief is sought) reparations for trauma and

debt I have through this experience from IPS

and such other relief as the Court would allow under Title VII of the Civil Rights Act of 1964.

ASDC

Signature

123 E Boulevard St

Address

Shreveport LA 71104

City

State

ZIP

(318) 516-0098

Telephone

**James Hamilton**

---

To whom it may concern,

As of January 26, 2015 Ahmaad Cooks is no longer an employee at Industrial Piping Specialists.

Thanks,

JAMES HAMILTON  
CORPORATE WAREHOUSE MANAGER  
INDUSTRIAL PIPING SPECIALISTS  
(918) 437-9100

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## Summary of Facts About the Facts

### 1. IPS Anti Harassment Policy

Employees who engage in harassing behavior will be subject to immediate and severe disciplinary action, up to including termination

A 42:06 of video

B 01:31:42 of video

C 01:32:17 of video

D 01:36:10 of video

E 01:37:07 of video

2. Chris Crawford was the only supervisor in the warehouse during the night shift during the period in question. In his Complaint, Complainant identifies - Jeff Smith and Mike Dieterle.

A Chris Crawford is a crew leader not a supervisor the supervisor on night shift is Chad Sparks who was for some reason omitted through out the entire report and was present the night of the April, 2014 forklift incident and the night James Roark and an exemployee back a couple

months later. Even heard they called Mr. Sparks and got permission to come to IPS of that night from coworkers. I myself was an eye witness in front of Mr. Sparks office while he sat and had no interference of the incident also in my written report and video.

3. The Complainant was not promoted because initially, there were no job openings for Pipe Cutters, and when one became open, Complainant failed to perform at the levels required for that position. When a pipe cutting job became available the position was filled by an African-American employee who was better qualified.

A That African American employee was the last individual that was put in front of me also the individual I was referring to in the video and I trained him as I got put back as a helper even in Jeff Smith's words to catch his mistakes.



Even Jeff acknowledged how my work performance was through out the video even saying they burned me for not promoting me to a perminant pipe cutter we even had a individual quit at a shifts begining I took his place until they hired a temp with no saw experience and I was placed as his helper. When they needed me I was well qualified until they could replace me. In fact that individual that quit was placed in front of me. If the case of the African American was true what about all the other times this including James Roark. And about my training even Jeff confirms it was substandard but yet nothing never came back not by me anyway as far as job others or wrong pipe sent to customers and I had more than enough cuts to make that mistake. Did I have mistakes yes but like Jeff said a heat number here and there but it been a while but I didn't cost IPS any money for a major mistake ever.

4. Workplace Safety Incident Involving Complainant

A. First off I never mentioned Mattie as a supervisor in my written report or my video and what would be the purpose. The only reason I see allegations of me saying certain individuals were supervisors (J. Roark) or certain supervisors were at places they were not suppose to be (J. Smith, M. Dieterle) is to make it seem I'm putting lower ranking individuals in a higher spot in order to blame the harassment on a person with a high title and to me look like I'm over exaggerating my situations I went through at IPS and more so to deviate the attention away from my actual supervisors and their false reports.

B. The reporting of the incident wasn't immediately reported but it was reported before our next scheduled break

which would be our lunch break at 9:00pm and the weather wasn't hot enough to take a 6:15 heat break I was already working with Chris before lunch. The reason it wasn't reported by me is I was in a state of shock even after the incident took place. I just sat on the forklift for minutes not only thinking about the present event at the time but past ones. After our separation and I was put on Chris's saw I told him what happened about an hour and a half after I finally got my head and thought together around 6:30pm-7:30pm. why he didn't report it to Chad Sparks is beyond me.

No Mattie and I didn't get alone besides other events (talked about with C. Crawford on the video) he could have killed me so we were separated not sent home.

I was sent home at 1:00am an hour before our shift ends because after all I went through I finally snapped I didn't do anything to Mattie or anyone that was my breaking point I took it long enough.



So I left went home a couple of hours and went to my next job. After working my shift I went to IPS around 11:00am - 11:30 when I got there I seen Jeff Smith running toward me when they seen me I figured they knew because of the urgency. Once we sat down to talk about the issue all they knew is I got upset they didn't know about the involvement of the forklift until after I told them and I don't understand cause I told Chris every detail but he wasn't suspended or as far as I know talked to about not reporting all details but I almost got killed and I got suspended after I reported unknown facts that should have been reported by C. Crawford.

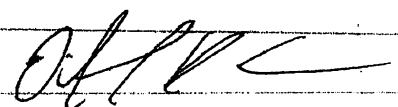
4 II In the report it states C. Crawford and I had conversed with me on numerous occasions concerning my work performance. After coming back from my suspension they say we talked about the incident and my work performance why would we talk about my work performance after I almost getting killed.

And its funny after talking to Chris which racial conversations did come up and I know as well as Mike he talked to them before the Oct 16th meeting I as well as other employees had to sign an anti harassment policy which I learned from other employees they never had to sign before the hire date so why now.

The reason it never came up about racial harassment in my videos because every time it did come up it seemed to be a problem so I became careful not to bring the issue up until I brought it up again on Jan 22, 2015 which four days later I was let go.

## Conclusion

My evidence shows the fabrication of the EEOC report which has numerous untrue facts and statements. I went through life changing ordeals on several occasions because of the color of my skin and because I spoke up on it eventually being laid off to get rid of a man not following the code. I did every task that my supervisors asked of me even while dealing with the harassment from other employees and for the most part holding my cool in some very distressful situations even almost getting killed, cursed and yelled at by my supervisor, and had to sit back and watch my supervisors neglect many situation. If you look at the video what chance did I really have when they treated the way they did I will never forget my ordeal at IPS if this isn't in any form or fashion discrimination what is.



# Video Transcript

## Flash drive contents

- |          |  |
|----------|--|
| Video 1  | Chris Crawford 1                             |
| Video 2  | Jeff Smith 1                                 |
| Video 3  | Jeff Smith 2                                 |
| Video 4  | Co-worker on Chris Crawford comment          |
| Video 5  | Co-worker on Chad Sparks 1                   |
| Video 6  | Co-worker on Chad Sparks 2                   |
| Video 7  | Co-worker on Chad Sparks 3                   |
| Video 8  | Me & co-worker Mixed up numbers              |
| Video 9  | Co-worker on how shift before leaves me work |
| Video 10 | One day unpaid                               |
| Video 11 | Chris Crawford 2                             |
| Picture  | Forklift that James Roark used April 2014    |
| Video 12 | Mike Dieterle 1 Nov 19, 2014                 |
| Video 13 | Mike Dieterle 2 Jan 22 2015                  |

Jeff Smith #1

01:26 I'm not here  
02:09 Three reasons I got mad- Jeff agrees  
02:26 (Me) April 2014 Incident involving  
James "Mattie" Roark - Chris called  
"Chad Sparks" Chad didn't I don't know  
what's gone happen tonight  
03:13 All I see from you is hard work  
04:07 I know you get numbers out but made  
the move on the saw not to get numbers  
out but to catch the mistakes of a  
new saw operator  
08:40 I know it would hard for you to take my  
word we already messed up  
08:58 (Me) I've been passed up like five times  
Jeff  
09:05 He is talking about two African American  
employees  
09:30 I'm not here to see it but work on your  
attitude  
10:34 I watch you work till you fall out  
12:00 Tells me to work on my paper work but  
nothing never came back as far as  
sending a customer the wrong order,  
length, or pieces then try to say it  
was staging it may been a while



Jeff Smith

#2

28:57 (Me) That wasn't a pleasant meeting  
(Referring to Oct 16, 2014 seconds  
after signing EO policy)

36:50 I notice you quiet and you have the  
right to be you probly thinking about  
a lot of things

37:14 The attitude they said you had  
prove them wrong

38:20 As supervisors we make mistakes as  
well. (Referring to my promotion advances)  
But five times

40:08-40:11 I can't really tell you not to worry  
about it - I can't say take my word  
for it because we have burned you  
not saying we done you wrong but we  
not followed with things we should  
have. (Referring to my promotion  
advances)

41:53 You have a great attitude

42:01 You never not did anything we ask you  
to do

Jeff Smith #3

42:06 I cant promise we gone do anything about them (Referring to other coworkers false accusations towards me)

43:10- We can do better with getting both  
43:16 sides of the story thats the only thing we can work on from this point foward we cant do anything about the past

43:38 Man why did he almost run Ahmaad over (Referring to James "Mattie" Roark)

43:47 From what this person said (Referring to Chris Crawford) at the time Jeff had no indication that I knew it was Chris Crawford that gave the false allegations days prior to the Oct 16, 2014 meeting

44:54\* (Me) Even Mr. Mike said he would have put him (James "Mattie" Roark) in the hospital

#1 Chris Crawford

47:47\* If some one ask has Ahmaad been down here bitching I'm gone tell them flat out no he hasn't

51:36 It all came down on "Chad." (Referring to Chad Sparks the only supervisor that works nights and the only supervisor present when James "Mattie" Roark and ex employee at the time of this incident after the April forklift incident Shane last name unknown came up to IPS between 11:00pm to 12:30am and the only supervisor on duty the night in April not Jeff Smith nor Mike Dieterle as stated on the EEOC report and Mr. Sparks was never named in the report.

1:14:20- Prove them wrong (Chris referring to  
1:14:29 like Jeff my attitude) Show them a happy Ahmaad

1:14:41\* They know I aint gone lie  
(Referring to my attitude he lied about)

1:20:30 (Me) Referring to Oct 16, 2014 meeting

#2 Chris Crawford

1:24

Conversation about Josh who trained me my last training session on the saw with Chris Crawford on Josh lying about my performance on the saw and the connection he refers to the Good old boy network.

#1 Mike Dieterle

November 19, 2014

On Nov 19, 2014 I took a couple vacation days Monday Nov 17 and Tuesday Nov 18 of 2014 that were approved by Mike Dieterle on Friday Nov 14, 2014. On Nov 18, 2014 I got a call from two coworkers stating my name wasn't of the vacation calendar with all that was occurring at time it made me nervous about what was going to happen next me and coworkers even had a conversation about it. After the Oct 16th meeting and how Mike Dieterle's behavior toward me was I decide I better be prepared in case another episode occurs also during that meeting Jeff Smith statements at 34:34 "When we came in that meeting our intentions were never if he does this we gone walk him out."

34:43 to 36:39

\* Better volume on USB drive \*



Mike Dieterle

January 22 2015

Before the recording of this video I went to Mike Dieterle to tell him what me and a coworker witness from Chris Crawford in an attempt to tell them more falsified information on me so with the James Roark situation on my mind I decided I may need to act first instead of me going through another Oct. 16th predicament but tell everything on how I felt about all I was going through including how I felt my feeling on how I think it was a race situation going on against me. Like on a couple of occasions when I relied on my chain of command a few minutes in it seemed like I went from the victim to being the problem. As you in this portion of the video the fact I brought up race never came back up and very little about what I was trying to consult

with him about like any other time  
I tried to consult about anything  
they always talked over me at the  
end telling me not to worry about  
anything. Four days later on Jan 26, 2015  
I was the only employee laid off  
and they didn't lay off any others  
for months.

\* Better volume on flash drive

Nov 22, 2015 Mike Dieterle #1

01:31:42 So for you to sit here and think Chris is gonna come up here and say stuff about you "Again" Kind of hurt my feelings

01:32:17 You can warn me all you want but until I hear it come out his mouth I don't I don't hear this

01:32:30 (Me) I don't want to get dragged in the office again. (Referring to the Oct 16, 2014 meeting)

01:33:25 (Coworker) I wouldn't be surprised if Ahmaad has a job by the end of the day) (Referring to Oct 16 2014)

01:34:10 I'm not gone listen to him or Chris talk about some one unless they are here. (They did it with me on numerous occasions)

01:35:32 If Chris brings your name up bet your  
to 01:35:40 ass I'm gone to come get you and you gonna sit right here and defend yourself trust me I'm not bashful about that anymore. (Just like Jeff he refers in getting one side of the story)

Nov 22, 2015 Mike Dieterle #2

01:36:10 Usually I hear one side of the story and I make my decision on that person (Got to ask yourself how many times has that occurred and with whom)

01:37:07 (Me) I guess I'm going off past experience I guess I am paranoid  
(Mike) You have good reason to be  
(Me) This not the first or second time some body came and told yall stuff

(Mike) Definition of the right to work act referring to the day of James Roark and the fork lift incident

\* (All I did was hold on to a forklift with one arm so I wouldn't die so how am I involved I just wanted to live)

01:37:56 You need to hold your head up we

01:38:08 could have gotten rid of you as well your both involved

01:38:47 If you wanna go back to that day (Referring to James Roark and forklift incident) \* Mike brought up the incident not me

Nov 22, 2015 Mike Dieterle #3

01:40:45 If your doing your job the best way you know how I dont give a f--- what Chris says I dont give a f--- what any body says their gonna have to prove it before I condemned anybody thats how I've been thats how I've always been.

\* (Look at statement at 01:36:10 of video)

01:42:36 I haven't heard anything bad about Ahmaad since Mat (James Roark)

01:43:53 (Me) I've been doing everything right

to 01:44:04 (Mike) Oh I know I'm just saying

(Me) I got to be paranoid

(Mike) Be paranoid

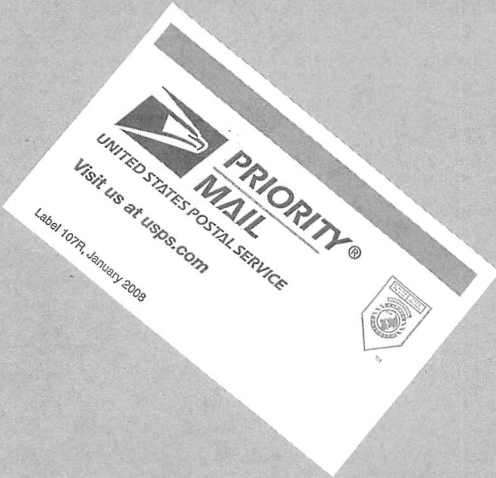
01:44:15 (Me) Same confrontation as last time (I'm referring to Oct 16, 2014 meeting seconds after signing the EO policy and a day or two after Chris Crawford spoke with Mike and Jeff



Bubble Mailer  
10 1/2" x 16"

FROM:

Ahmad R Cooks  
123 E Boulevard St  
Shreveport, LA 71104





TO:

U.S. District Court  
333 W 4th St Room 411  
Tulsa, OK 74103



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